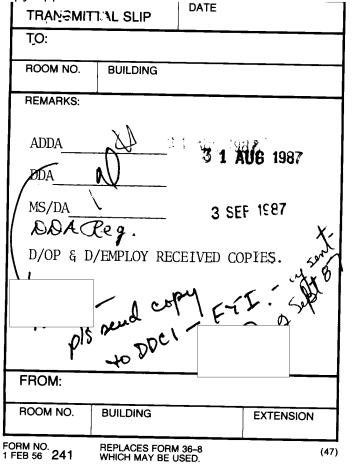
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20 August 1987 OCA 87-3741

## MEMORANDUM FOR THE RECORD

SUBJECT: Briefing by Deputy Director for Employment/Office of Personnel to Calvin Humphrey, House Permanent Select Committee on Intelligence Staffer, on Minorities Program, Minority Recruitment, and Progress Made on Coverting Federal Protective Officers (FPOs) to Special Protective Officers (SPOs)

1. On 20 August, from the Office of
Personnel, and I met with Calvin Humphrey from the HPSCI staff
where briefed on the Agency's
minority program, proposed changes in procedures for recruiting
minorities, and progress made in converting former FPOs to SPOs
reported that the Agency has had greater than
expected success in recruiting minorities into its newly
established undergraduate minorities program. We have cleared
22 applicants through the polygraph but currently only have funding to place five into the program although we are
exploring other ways to get more into this program.
over the criteria for selecting the five most qualified
candidates. By order of importance, the criteria are:
critical skills needed by the Agency, ability of parents to
pay, high school GPA, and SAT scores. Humphrey thought the
criteria to be relevant and appropriate. emphasized
that the ability to pay was something the Agency thought to be
significant and asked if Humphrey had any problem with this as
a criterion. He did not. Finally, explained that,
unlike NSA, the Agency was not taking applications for the
program until students had actually been selected to a college.
Humphrey commented that there was some risk that some highly
qualified, but financially deprived high school grads, might
miss the opportunity to apply. He contended that many poor
minorities never even apply to college because they believe they cannot afford the cost. Overall, Humphrey was impressed
with the Agency program and asked to be kept informed of
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